Accessibility Compliance Report

You can use one form to file an accessibility compliance report for up to 20 organizations. To do so, you need each organization's:

- legal name
- business number (BN9) or AODA identifier
- number of employees in Ontario
- address

Each organization must have the same:

- organization category
- number of employees range (e.g. 20-49, 50+)
- certifier
- answers to all of the accessibility compliance questions

If not, you will need to complete a separate form for each organization.

Note: While business and non-profit organizations with 1-19 employees are not required to submit an accessibility compliance report, they must still comply with the AODA.

Organization information

Table 1: Organization category, number of employee range and reporting year

Organization Category (required)	Number of employee range (required)	Reporting year (required)
Business or Non-profit	50+ employees	2026 BNP

Business details

How to count your employees?

In your employee count, include all:

- full-time employees
- part-time employees
- seasonal employees
- contract workers

Do not count:

- employees outside Ontario
- volunteers
- independent contractors

How can I find my CRA business number or AODA Identifier?

You can find your BN9 number by:

- Logging into the CRA My Business Account
- Checking your GST/HST or Corporation Notice of Assessment under Notice Details
- Checking your GST/HST credit notice
- To learn more, visit Business number - Canada.ca (https://www.canada.ca/en/services/taxes/business-number.html?utm_campaign=not-applicable&utm_medium=vanity-url&utm_source=canada-ca_business-number ↗)

If you do not have a BN9, please contact aoda.assistance@ontario.ca to receive an AODA identifier.

How to find your industry?

You can search for North American Industry Classification (NAICS) codes using the Statistics Canada website (https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1369825 ↗).

Table 2: Organization business details (maximum up to 20)

Item Number	Organization legal name (required)	Number of employees in Ontario (required)	Business number (BN9) or AODA identifier (required)	Operating / business name	Organization Sector (required)	Subsector (required)	Industry Group (required)
Item # 1	Alice Saddy Association	125	106699903	Alice Saddy Association	62 - Health Care and Social Assistance	624 - Social Assistance	6241 - Individual and Family Services

Business address

Address at which letters can be sent to the company director/officer accountable for the organization's compliance with the AODA.

Table 3: Organization business address (maximum up to 20)

Item Number	Organization legal Name (required)	Address line 1 (required)	Address line 2	City (required)	Province or State (required)	Postal code or Zip code (required)	Country (required)
Item # 1	Alice Saddy Association	457 King Street	N/A	London	ON (Ontario)	N6B 1S8	Canada

Mailing address

Address where letters can be sent to the person responsible for coordinating the organization's AODA compliance activities.

Table 4: Organization mailing address (maximum up to 20)

Item Number	Organization legal name (required)	Address line 1 (required)	Address line 2	City (required)	Province or State (required)	Postal code or Zip code (required)	Country (required)
Item # 1	Alice Saddy Association	457 King Street	N/A	London	ON (Ontario)	N6B 1S8	Canada

Certification statement

Section 15 of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) requires that accessibility reports include a statement certifying that all the required information has been provided and is accurate, signed by a person with authority to bind the organization(s).

Note: It is an offence under the Act to provide false or misleading information in an accessibility report filed under the AODA.

The certifier may designate a primary contact for the Ministry for Seniors and Accessibility to contact the organization(s); otherwise, the certifier will be the main contact.

Certifier: Someone who can legally bind the organization(s).

Primary Contact: The person who will be the main contact for accessibility issues.

Acknowledgement

☑ I certify that all the information is accurate, and I have the authority to bind the organization (required)

Certification date (yyyy-mm-dd) (required) 2026-05-28

Certifier information

Table 5: Certifier information

Last name (required)	First name (required)	Position title (required)	Business phone number (required)	Business phone number extension	Email (required)	Alternate phone number	Alternate phone number extension	Fax number
McLean	Marg	Executive Director	519-433-2801	247	margm@alicesaddy.com	N/A	N/A	519-433-1435

Primary contact for the organization(s)

☐ Check if the primary contact is same as the certifier

Table 6: Primary contact information

Last name (required)	First name (required)	Position title (required)	Business phone number (required)	Business phone number extension	Email (required)	Alternate phone number	Alternate phone number extension	Fax number
Seidel	Shannon	Manager, Human Resources	519-433-2801	251	shannons@alicesaddy.com	N/A	N/A	519-433-1435

Compliance questions

General Section

Question 1. Is your organization in compliance with all applicable requirements of the General Section?

☑ Yes ☐ No

Resources for Question 1

- Read Ontario Regulation 191/11, Part I: General (https://www.ontario.ca/laws/regulation/110191#BK0↗)
- Learn more about your requirements for question 1 (https://www.ontario.ca/page/accessibility-rules-public-sector-organizations↗)
- Accessibility Policy Sample (https://forms.mgcs.gov.on.ca/dataset/on00090↗)
- Sample Multi-year Plan Template (https://forms.mgcs.gov.on.ca/dataset/on00091)
- Accessibility Training Requirements Checklist (https://forms.mgcs.gov.on.ca/dataset/on00092↗)
- The Accessibility Standards Checklist (https://forms.mgcs.gov.on.ca/dataset/on00125↗)

Comments for Question (Please provide additional details to support your answer)

The Alice Saddy Association has policies, practices, and processes in place to support compliance with the applicable General Requirements under the AODA Integrated Accessibility Standards Regulation. This includes maintaining accessibility-related policies, providing required AODA and Human Rights Code training to employees and others who provide goods, services, or facilities on the organization's behalf, and reviewing accessibility obligations as part of ongoing operations. Where applicable, accessibility is also considered in procurement, workplace practices, and planning processes to support the identification, prevention, and removal of barriers.

Information and Communications Standards

Question 2. Is your organization in compliance with all applicable requirements of the Information and Communications Standards?

☑ Yes ☐ No

Resources for Question 2

- Read Ontario Regulation 191/11, Part II: Information and Communications Standards (https://www.ontario.ca/laws/regulation/110191#BK8↗)
- Accessible Educational and Training Resources and Materials Checklist (https://forms.mgcs.gov.on.ca/dataset/on00119↗)
- World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 (https://www.w3.org/WAI/standards-guidelines/wcag/↗)
- The Accessibility Standards Checklist (https://forms.mgcs.gov.on.ca/dataset/on00125↗)

Comments for Question (Please provide additional details to support your answer)

The Alice Saddy Association has established processes to meet the applicable Information and Communications Standards under the AODA.

Information is made available in accessible formats and/or with communication supports upon request, in consultation with the individual making the request and in a timely manner. The Association continues to review its communication practices, public information, feedback processes, and website content to support ongoing accessibility and compliance with applicable requirements.

Employment Standards

Question 3. Is your organization in compliance with all applicable requirements of the Employment Standards?

☑ Yes ☐ No

Resources for Question 3

- Read Ontario Regulation 191/11, Part III: Employment Standards (https://www.ontario.ca/laws/regulation/110191#BK20↗)
- Learn more about your requirements for question 3 (https://www.ontario.ca/page/accessibility-rules-public-sector-organizations#section-8↗)
- Sample Return to Work Process and Plan (https://forms.mgcs.gov.on.ca/dataset/0047↗)
- Sample Accommodation Process and Plan (https://forms.mgcs.gov.on.ca/dataset/0048↗)
- Providing Accessible Emergency Information to Staff (https://forms.mgcs.gov.on.ca/dataset/on00032↗)
- Accessible Recruitment Process (https://forms.mgcs.gov.on.ca/dataset/on00031↗)

- The Accessibility Standards Checklist (https://forms.mgcs.gov.on.ca/dataset/on00125↗)

Comments for Question (Please provide additional details to support your answer)

The Alice Saddy Association has policies and processes in place to support compliance with the applicable AODA Employment Standards. This includes notifying applicants and employees that accommodations are available during recruitment, selection, onboarding, employment, and return-to-work processes. The Association also has processes to support individualized accommodation planning, return-to-work planning, and individualized workplace emergency response information where required. Accessibility needs are considered in employment-related practices, including communication, performance management, career development, redeployment, and ongoing workplace support.

Transportation Standards

Question 4 (a). Does your organization provide transportation services, either directly or through a third party? ☑ Yes ☐ No

Question 4 (b). Is your organization in compliance with all applicable requirements of the Transportation Standards? ☑ Yes ☐ No

Resources for Question 4

- Read Ontario Regulation 191/11, Part IV: Transportation Standards (https://www.ontario.ca/laws/regulation/110191#BK34↗)
- Learn more about your requirements for question 4 (https://www.ontario.ca/page/accessibility-rules-public-sector-organizations#section-10↗)
- Transportation Standards Reference Guide (https://forms.mgcs.gov.on.ca/dataset/on00336↗)

Comments for Question (Please provide additional details to support your answer)

The Alice Saddy Association owns two wheelchair-accessible vans that may be used by trained employees to transport people receiving services as part of individualized developmental services supports. Transportation is provided in a manner that considers accessibility, safety, dignity,

independence, integration, and individual support needs.

Employees who use the vans receive orientation and training on the vehicles, including applicable safety procedures, securement requirements, and related organizational expectations. The Association does not operate a public transit service; however, it reviews its transportation-related practices against applicable AODA Transportation Standards and related accessibility obligations.

Design of Public Spaces Standards

Question 5. Is your organization in compliance with all applicable requirements of the Design of Public Spaces Standards?

☑ Yes ☐ No

Resources for Question 5

- Read Ontario Regulation 191/11, Part IV.1: Design of Public Spaces Standards (https://www.ontario.ca/laws/regulation/110191#BK91↗)
- Learn more about the requirements for Question 5 (https://www.ontario.ca/page/accessibility-rules-public-sector-organizations#section-11↗)
- Design of Public Spaces Standards (DOPS) Reference Guide (https://forms.mgcs.gov.on.ca/dataset/on00335↗)

Comments for Question (Please provide additional details to support your answer)

The Alice Saddy Association recently completed renovations to the building that houses the main administration offices and considered accessibility requirements as part of the renovation and facility planning process. Accessibility considerations were reviewed for public spaces within the organization's control, including areas accessed by employees, people receiving services, families, visitors, and community members. The Association continues to identify, prevent, and remove barriers where required and practicable, and will review future construction, redevelopment, maintenance, or significant changes against applicable AODA Design of Public Spaces Standards.

Customer Service Standards

Question 6. Is your organization in compliance with all applicable requirements of the Customer Service Standards?

☑ Yes ☐ No

Resources for Question 6

- Read Ontario Regulation 191/11, Part IV.2: Customer Service Standards (https://www.ontario.ca/laws/regulation/110191#BK148↗)
- Learn more about your requirements for question 6 (https://www.ontario.ca/page/accessibility-rules-public-sector-organizations#section-7↗)
- The Accessibility Standards Checklist (https://forms.mgcs.gov.on.ca/dataset/on00125↗)

Comments for Question (Please provide additional details to support your answer)

The Alice Saddy Association has policies, practices, and procedures in place to support compliance with the applicable AODA Customer Service Standards. Employees and others who provide services on the organization's behalf receive accessibility training. The Association supports accessible communication and service delivery, permits assistive devices, service animals, and support persons where applicable, has processes for accessibility-related feedback, and provides notice of temporary service disruptions where required.